



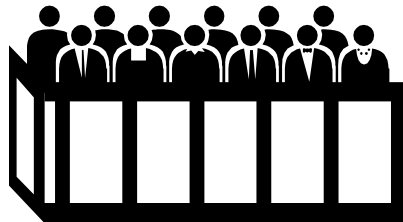
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Collaborative Teaming

WSLN 2003
Terry Schwartz

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Movie Clip Twelve Angry Men



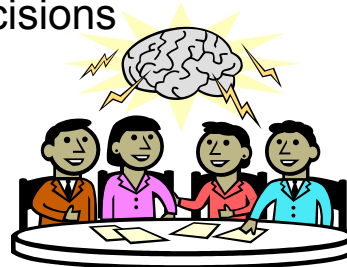
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A Group Process

- A Range of Participants
- Varying Interests
- Working Together toward mutually agreeable solutions
- Everyone Can Support Decisions



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Building Teams

- Understanding Group Better
- Individuals within the group need information and opinions before consensus building
- Consensus comes and then people get into post consensus discussions
- Needs true opinions and up front honesty
- Not to be afraid to go back and revisit issues and go through process again
 - People assume you reach consensus and never have to revisit issue again
- Need to come to solutions slowly

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Confusion About Consensus

- What is it?
- How Does it Work?
- Tools can be used to get to consensus
- Consensus Building
 - Everyone does not always come away with what they initially wanted
 - Must agree not to sabotage the decision

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Consensus Building

- Not Like Voting
- Give and Take
 - Many times it “takes”
- Compromise exists as people take time to get their points made
- Everyone gets “something” all through concessions made



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When **NOT** to use Consensus

- Need quick decisions
- Values based decisions
 - e.g. An ethical situation regarding a student or a family
- When people cannot move off a position

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Time Constraints and Pressure

- Need to have buy-in from the group
- Need for Time Frames
- Everyone's Opinion is Valued
 - Need to be listened too
 - Need to be understood



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“Seek First to Understand and then Be Understood”S. Corey

- Anticipating answers before fully listening to the other persons point of view
- Passionate about position- that is against group position
- Need to have lots of facts to understand and move off a strongly held position
- Is this the “place” for you
 - Remove yourself from the situation if you don’t find that you are able to come to consensus with the group

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Lessons from Twelve Angry Men

- Body language speaks volumes
- Wait for answers
- Humor is important
- Take breaks as necessary
 - Especially after crisis or tension
- Listen
 - Stay calm, be respectful, stay open minded, persistent, reasonable (Fonda’s Character)
 - Wait for others to answer

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Twelve Every Men

- Sometimes it is not productive to keep revisiting an issue
- Provide a trusting and comforting environment
 - People will be turned-off from the process if it is not
- How can we be sure that everyone can live with the decision
- People who can not live with decisions will eventually decide that this is not the “role” for them

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Twelve Every Men

- What's in it for me?
- Shared Power
- When everyone has a say in the decision-solutions are easier to attain
- Everyone stays accountable to follow through on their part
- TRUST!!!!
 - Must be earned through establishing relationships and follow-through

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Personality IQ

What color are you?

Orange.....

Gold.....

Green.....

Blue.....



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Orange- Activator

“Life’s a gift. Live in the moment.”

Attributes

- Adaptable
- Flexible
- Charming and Witty
- Easy-Going Nature
- Loves the Spotlight
- Stretches Boundaries

Leadership Skills

- Good in Crisis
- Quick to Make Decisions
- Open to Change
- Action Oriented
- Here and Now Solutions

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Orange- Activator

“Let’s Go for it now!”

Temperament

- Upbeat Manner
- Energetic
- Adventuresome
- Doesn’t Like Waiting
- Needs Choices

Stresses

- Deadlines
- Too Many Rules
- Sitting at a Desk
- Lack of Fun

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Gold- Organizer

“It should be this way.”

Attributes

- Hard Working
- Follows Rules
- Appreciates Service
- Organized
- Researcher
- Pays Attention to Details

Leadership Skills

- Always Prepared
- Dedicated
- Responsible
- Loyal
- Cautious Decision Maker
- Maintains Structure

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Gold- Organizer

“The Golden Rule is my way of life.”

Temperament

- Likes Recognition
- Wants Facts
- Needs to Understand the Benefits

Stresses

- Disorganization
- Chaos
- Irresponsibility
- Quick Change of Details
- Too Much Confusion

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Green- Analyzer

“My work is play.”

Attributes

- Loves Learning
- Abstract and Analytical Thinking
- Strives for Competence
- Has Many Interests
- Avoids Small Talk

Leadership Skills

- Sees the Big Picture
- Complex Thinker
- Explores All Possibilities Before Making Decisions
- Conceptual- Visionary
- Analytical- Gathers All the Facts

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Green- Analyzer

"I believe my creativity starts when choices end."

Temperament

- Investigator
- Quiet
- Independent
- Complex
- Inventive
- Dislikes Complex Relationships
- Exhibits Competence

Stresses

- Emotional Outbursts
- Chit-Chat
- Lack of Independence
- Routine, Repetitive Assignments
- When others do not think they are correct

Blue- Peacemaker

"Somewhere over the rainbow."

Attributes

- Avoids Conflict
- Cause Oriented
- Daydreamer
- Makes Decisions Based on Feelings
- Open and Warm
- Personable

Leadership Skills

- High Integrity
- Needs Purpose
- Easy to Talk To
- Democratic
- Team Builder
- Encourages Others



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Blue- Peacemaker

“Seeking truth and meaning is the purpose of life.”

Temperament

- Fulfilled Through Helping Others
- Sensitive and Spiritual
- Emotionally Sensitive
- Needs Reassurance and Acceptance
- Has Few but Close Friends

Stresses

- Negative Criticism
- Gossip About Them
- Paperwork
- Deadlines
- Insincerity
- Stretching of the Truth

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A rainbow of
personalities
allow for
enriching
conversations
needed for
growth!

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RTI Leadership/Core Team Roles

Orange

Provide fun and entertainment, lighten things up
Drive decision making
Great person to lead the meeting

Gold

Organize agenda
Take detailed minutes
Great with follow-through

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RTI Leadership/Core Team Roles

Green

Makes sure all the possibilities are explored
Appreciates having the agenda ahead of time
While they don't always have a lot to say, when they do
share listen carefully because it is usually a very good
point

Blue

Will provide treats for the meeting
Willing to compromise
Sensitive to others needs

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Role of a Facilitator

Facilitator

- Stick to the issues, not individual personalities
 - Be aware of what each person brings to the table
- Be prepared
 - Issues can become complex, be ready for anything
- Keeps process going
- Recognizes when constraints are blocking consensus and makes adjustments as needed

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Case Manager

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Time Keeper

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Scribe

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RTI Leadership/Core Team Roles

- Facilitator
- Case Manager
- Time Keeper
- Scribe

*Talk about the strengths
of each color in each of
the roles of the
leadership team?*

Orange.....
Gold.....
Green.....
Blue.....



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There are times when I
remember that I was too
stubborn to change.

Why am I the one who needs to
change?

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It's a matter of knowing the difference of power and control. Your power is only good with you- you can only change yourself. It's hard to keep control of yourself when someone else is being difficult. You have to continue to think of "what else can I do".

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The principles that apply in working with children are the same ones you need to use with adults. Listen, set limits, how can we make this work? You have to sed step the anger and go into our creative mode. Conflict resolution is a creative way of thinking.

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